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Ontario

TEACHERS' SUPERANNUATION COMMISSION

REPORT TO CONTRIBUTORS
FOR THE YEAR ENDED
OCTOBER 31, 1974



Office Consolidation

THIS EDITION IS PREPARED FOR PURPOSES OF CONVENIENCE ONLY, AND FOR ACCURATE REFERENCE RECOURSE SHOULD BE HAD TO THE OFFICIAL VOLUMES.



Chairman's Report

The duties and powers of the Commission are set forth in section 3 of The Teachers' Superannuation Act; namely, to administer the Act and to determine the right of every applicant to receive an allowance or a refund and the amount thereof.

Although the Commission is not reluctant to recommend to the Minister amendments to the Act and the Regulations that would improve or simplify administration procedures, it is not the prerogative of the Commission to press for basic changes that any particular group or individual might desire.

The Executive of The Ontario Teachers' Federation meets with the Minister of

Education several times each year and pertinent matters affecting superannuation are discussed and recommendations made. Accordingly any persons wishing to make recommendations respecting superannuation should submit their views to The Ontario Teachers' Federation for its study and consideration rather than to the Commission.

The Commission is pleased to be of assistance to any contributor to clarify the application of the Act and the Regulations as they pertain to any particular individual situation.

J.R. Thomson

Director's Report

There are a number of items which I wish to stress at this time. They are important to you if you wish to take full advantage of your pension plan.

Direct payments may be made into the Fund for certain periods where there have been losses of salary. These payments, when approved by the Commission, must be made within a restricted period of time following return to employment. Payment may be made for the following:

1. Personal illness
2. Study
3. Travel (approved by the Commission)
4. Sabbatical Leave
5. Pregnancy
6. Duty as a Juror
7. Service with a designated private school before date of designation.

If you have been absent with loss of salary for any of these reasons, you should enquire about the terms of payment by sending us verification of the loss of salary and of the reason for the absence.

The period of time for which payment may be made for a period of active service in Her Majesty's Forces during World Wars I or II is drawing to a close. The payment must be made before August 31, 1975, or within ten years of starting to contribute to the Fund, whichever is the later. It is not necessary that you were a teacher before entering active service to qualify to make the payment. If you have not already done so, send us your discharge certificate for recording and a statement of the cost of paying for this time will be sent to you.

During the last year, the Ontario Government approved an additional increase in pensions. This was made retroactive to be effective January 1, 1974 and provided for an 8% increase in pensions for those persons whose pensions commenced before January 1,

1973 and a 4% increase for those whose pensions commenced during the calendar year 1973. As has been the general rule in the past, this increase has been borne by the Government and is not paid out of the Fund. All pensions, both past and future, will have a base for calculation of \$2,400.00 a year.

Because of the fact that our pension is integrated with Canada Pension Plan, persons who were employed during the calendar year 1974 by two or more boards will not be contributing the correct amount to either Canada Pension Plan or to this Fund. This fact may be determined when you complete your 1974 income tax return. In most cases you will have overpaid to Canada Pension Plan and you will receive a refund of this amount on your income tax return. By the same token, you will have underpaid your contribution to this Fund by the same amount.

If you have been employed by two or more employers during 1974, you should send a cheque for the amount of the overpayment to Canada Pension Plan to this office. If this is received before June 30, 1975 there is no interest payable. We are unable, in this office, to determine the underpayment to the Fund until all reports are received from the boards and this does not happen until sometime in October or November, at which time we are able to bill for the underpayment. This underpayment does not happen where a person changes employment from one board to another and takes the form TSC-11 with him from board to board. It applies only to those teachers who have two or more employers at the same time.

If you are contemplating retirement and would like to have an estimate of what your pension might be, we would be pleased to give you this information if you would send us your social insurance number and tell us what your present salary is and your anticipated date of retirement.

As of September 1, 1974 the following additional private schools were de-

signated under The Teachers' Superannuation Act:

St. Joseph's College, North Bay
Marymount College, Sudbury
St. Mary's College, Sault Ste. Marie
St. Basil The Great College School,
Weston
Thomas More Senior Private
School, Ottawa
Notre Dame Academy, Waterdown.

We have completed reciprocal agreements with the following pension authorities:

(a) York University

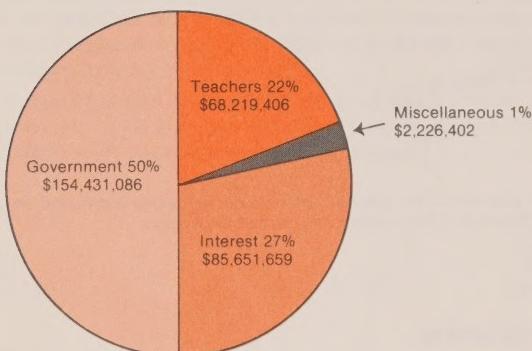
- (b) The United Church of Canada
(c) University of Guelph

In Schedule A of the Auditor's Report Commissioners' salaries are shown as \$13,400.00 for the year ended October 31, 1974 and \$6,750.00 for the year ended October 31, 1973. Normally there are four payments each fiscal year. However, in 1973 there were only three payments resulting in five payments to be made in 1974 which accounts for the higher amount shown for 1974.

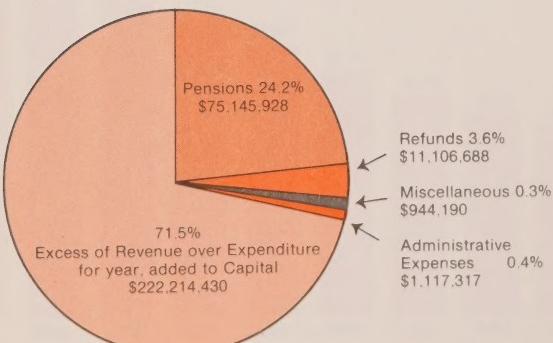
J.R. Causley.

For the Period
November 1, 1973 to October 31, 1974

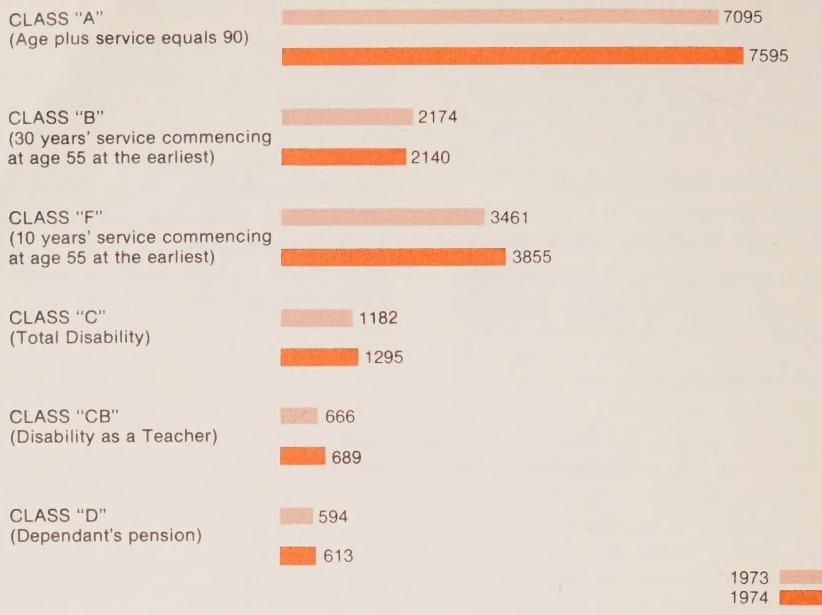
Income



Distribution



Changes in the Pension Register in the Year 1973 - 1974



*Class "J" pension is one where the teacher has elected to receive a reduced pension which, when he dies, is payable in half the amount to a named dependant.

Number of Pensioners



For the Year Ended October 31

Teachers' Superannuation Fund Financial Statements

Year Ended October 31, 1974

Auditors' Report

Statement of Assets and Liabilities

Statement of Revenue and Expenditure

Notes to Financial Statements

Administration Expenses

Thorne
Riddell
& Co.

Chartered Accountants

Auditors' Report

The Honourable Darcy McKeough
Minister of Treasury
Economics and Intergovernmental Affairs
The Province of Ontario

We have examined the statement of assets and liabilities of the Teachers' Superannuation Fund as at October 31, 1974 and the statement of revenue and expenditure for the year then ended. Our examination included a general review of the accounting procedures and such tests of accounting records and other supporting evidence as we considered necessary in the circumstances.

In our opinion these financial statements present fairly the financial position of the Fund as at October 31, 1974 and the results of its operations for the year then ended on a basis consistent with that of the preceding year.

Toronto, Canada
November 29, 1974

Thorne Riddell & Co.
Chartered Accountants

Teachers' Superannuation Fund

Statement of Assets and Liabilities

October 31, 1974
(with comparative figures at October 31, 1973)

	ASSETS	
	1974	1973
Cash	\$ 1,014,283	
Receivable from Province of Ontario		
Contributions by Province	\$ 60,780,613	56,516,285
Interest on contributions	5,313,593	4,940,793
Increase in pension payments	1,069,385	2,450,383
Receivable from school boards, net	278,600	230,837
Short term notes, at cost plus accrued interest of \$96,630 (\$2,769 in 1973)	20,846,630	1,752,769
Investments and interest accrued thereon (note 3)	1,318,545,249	1,117,486,099
	\$1,406,834,070	\$1,184,391,449
LIABILITIES		
Bank advances	\$ 130,862	
Accounts payable and accrued liabilities	1,092,866	\$ 995,537
	1,223,728	995,537
CAPITAL FUND		
Balance at beginning of year	1,183,395,912	1,041,168,987
Add excess of revenue over expenditure for the year	222,214,430	142,226,925
Balance at end of year	1,405,610,342	1,183,395,912
	\$1,406,834,070	\$1,184,391,449

Teachers' Superannuation Fund

Statement of Revenue and Expenditure

Year Ended October 31, 1974
 (with comparative figures for 1973)

REVENUE

	1974	1973
Contributions from participants		
Teaching for Ontario boards	\$ 64,605,639	\$ 60,438,482
Teaching in designated private schools	840,183	869,340
Outside services	139,979	121,244
Miscellaneous	2,633,605	3,000,642
	<u>68,219,406</u>	<u>64,429,708</u>
Contributions from the Provincial Treasury per section 22 of the Teachers' Superannuation Act, including interest of \$5,313,593 (\$4,940,793 in 1973)	66,094,206	61,457,078
Special payments from the Provincial Treasury		
Interest on the 1966 actuarial unfunded liability	30,137,600	9,214,000
Amortization of post 1966 actuarial unfunded liability and interest thereon	46,074,800	7,486,146
Minimum pension subsidy	12,124,480	16,700,146
	<u>88,336,880</u>	<u>16,700,146</u>
Interest earned		
Province of Ontario bonds	84,253,850	69,851,191
Temporary investments	431,221	2,414,428
Repayment of refunds and sundry interest	966,588	927,608
	<u>85,651,659</u>	<u>73,193,227</u>
Transfers from other pension funds	1,839,205	405,159
Repayments of refunds by former participants resuming teaching	387,197	353,895
	<u>\$310,528,553</u>	<u>\$216,539,213</u>

EXPENDITURE

Pensions paid		
Service	\$ 67,133,476	\$ 55,860,092
Disability	4,515,220	3,955,749
Dependents	3,466,056	2,918,872
Joint annuities	31,176	28,272
	<u>75,145,928</u>	<u>62,762,985</u>
Refunds of contributions and interest thereon		
To participants who have withdrawn	10,705,168	9,346,284
To representatives of deceased participants	401,520	314,180
To participants who have defaulted payments	1,885	1,885
	<u>11,106,688</u>	<u>9,662,349</u>
Transfers to other pension funds	944,190	830,290
Administration expenses (see schedule A)	1,117,317	1,056,664
Total expenditure	88,314,123	74,312,288
Excess of revenue over expenditure for the year, added to capital	222,214,430	142,226,925
	<u>\$310,528,553</u>	<u>\$216,539,213</u>

Teachers' Superannuation Fund

Notes to Financial Statements

October 31, 1974

1. The amount of the actuarial unfunded liability is not reflected in the financial statements. The latest three actuarial reports show deficiencies at December 31 of each of the mentioned years as follows:

1972	\$ 557,877,000
1969	382,265,000
1966	328,282,000

The Pension Benefits Act of Ontario requires the employer to maintain the actuarial unfunded liability at its December 31, 1966 level. Accordingly the Province of Ontario is required to pay into the Fund \$41,610,570 per year from 1973 to 1989 inclusive and \$19,696,920 per year thereafter. At October 31, 1974, \$36,291,398 was due from the Province and not recorded in the financial statements but was paid subsequent to the year end.

2. The liability of the Fund for refunds of contributions to participants who have left the profession and have not yet withdrawn their contributions is not specifically set up, the liability being considered an actuarial liability similar to the liability of the Fund for annuities. In addition, no asset has been set up for the amounts due from participants who withdrew their contributions upon temporarily leaving the profession but who have since resumed teaching.
3. Investments consist of the following:

Province of Ontario bonds at par value:

	1974	1973
6% due November 1, 1982	\$ 74,200,000	\$ 74,200,000
6% due November 1, 1987	176,000,000	176,000,000
6% due November 1, 1992	454,500,000	454,500,000
8.57% due May 1, 1996	18,000,000	18,000,000
8.57% due November 1, 1996	74,000,000	74,000,000
8.57% due January 1, 1997	18,000,000	18,000,000
8.57% due March 30, 1997	62,000,000	62,000,000
7.86% due May 1, 1997	25,500,000	25,500,000
7.86% due November 1, 1997	84,500,000	84,500,000
7.86% due January 1, 1998	9,500,000	9,500,000
8.06% due April 2, 1993	50,000,000	
8.06% due May 1, 1993	32,000,000	
8.06% due October 1, 1993	5,000,000	
8.06% due November 1, 1993	92,000,000	
8.06% due January 1, 1994	16,000,000	
Deposit with the Province of Ontario to be used in purchasing Province of Ontario bonds	88,600,000	87,000,000
Accrued interest thereon	1,279,800,000	1,083,200,000
	38,745,249	34,286,099
	\$1,318,545,249	\$1,117,486,099

4. The 1973 comparative figures have been reclassified to conform with the financial statement presentation adopted for 1974.

Schedule A

Teachers' Superannuation Fund Administration Expenses

Year Ended October 31, 1974
(with comparative figures for 1973)

	1974	1973
Staff salaries	\$ 666,756	\$ 614,441
Staff benefits	56,836	49,152
Commissioners' salaries	13,400	6,750
Travel expense	7,905	4,779
Actuarial services	18,843	16,316
Medical fees	6,056	4,644
Audit and accounting fees	11,000	11,700
Legal fees	2,400	2,600
Postage	25,383	26,022
Printing and stationery	89,872	63,495
Data centre services	91,603	118,215
Rental of office equipment	32,540	29,108
Repairs and maintenance	23,790	26,432
Utility expense	25,969	28,026
Insurance	358	2,168
Office equipment and furniture	8,481	7,964
Sundry expenses	36,125	44,852
Total administration expenses	<u>\$1,117,317</u>	<u>\$1,056,664</u>

Personnel of The Commission

as of October 31, 1974.

(a) Appointed by the Minister:

Mr. J.R. Thomson (Chairman) Teachers' Superannuation Commission
Mr. H.A. Blanchard, Member, Teachers' Superannuation Commission
Mr. W.G. Chatterton, Director, Legislative Branch, Ministry of Education
Mr. J.F. Kinlin, Assistant Deputy Minister, Ministry of Education
Miss Sylvia McPhee, Educational Officer, Ministry of Education
Norris E. Sheppard (Actuary), Professor Emeritus

(b) Teacher Representatives:

Mrs. Evelyne Bertrand, L'Association des Enseignants franco-ontariens
Miss Ruby McLean, Federation of Women Teachers' Associations of Ontario
Mr. R.E. Poste, Ontario Public School Men Teachers' Federation and Urban
Inspectors
Mr. D.W. Scott, Ontario Secondary School Teachers' Federation
Mrs. Marie Arthurs, Ontario English Catholic Teachers' Association

Acknowledgements

The Commission acknowledges with deep appreciation the assistance which has been received throughout the year from its expert advisers —

Dr. B.W. Vale, Medical Referee

Mr. L.R. MacTavish, Solicitor

Norris E. Sheppard (Actuary), Professor Emeritus

The advice of these officials has contributed very greatly to the supervision of the Fund by the Commission.

Communications

All communications should be addressed to Mr. J.R. Causley, Director, Teachers' Superannuation Commission, 190 Finch Avenue West, Willowdale, Ontario, M2R 1M4. Telephone (416) 226-2700.

When corresponding with the Commission the teacher must quote his/her social insurance number.

(Issued by the Authority of the Teachers' Superannuation Commission — May, 1975)

Communications

La Commission remercie sincèrement les personnes suivantes de leur aide au cours de l'année et de leurs conseils experts:

- DR. B.W. Vale, arbitre médical
- M. L.R. MacTavish, avocat
- M. Norris E. Sheppard (actuaire), professeur Emeritus
- Les conseils de ces personnes ont beaucoup aidé la Commission à occuper de la direction de la Caisse.

Remerciements

Toute communication devrait s'adresser à M. J.R. Causley, directeur, Commission du régime de retraite des enseignants, 190 ouest, avenue Finch, Willowdale, Ontario M2R 1M4; téléphone (416) 226-2700.

Toute personne qui s'adresse à la Commission est priée d'indiquer son numéro d'assurance sociale.

(Publication autorisée par la Commission du régime de retraite des enseignants — mai, 1975)

Annexe A

Caisse de retraite des enseignants
Dépenses administratives

(avec les chiffres correspondants pour 1973)
 Année se terminant au 31 octobre 1974

Salaires du personnel	\$ 666,756	\$ 614,441
Avantages sociaux du personnel	56,836	49,152
Frais de déplacement	13,400	6,750
Services des comités scolaires	18,843	4,779
Frais médicaux	6,056	4,644
Frais d'avocat	11,000	11,700
Frais d'impression et fournitures de bureau	25,383	26,022
Frais postaux	2,400	2,600
Frais d'expédition et fournitures de bureau	63,495	63,792
Service d'information et informatique	91,603	118,215
Location d'équipement de bureau	32,540	29,108
Reparation et entretien	23,790	26,432
Services publics	25,969	28,026
Assurance	28,026	21,168
M. W.G. Blancharde, membre, Commission du régime de retraite des enseignants	358	358
M. H.A. Blancharde, membre, Commission du régime de retraite des enseignants	25,969	28,026
M. J.R. Thomson (président) Commission du régime de retraite des enseignants	23,790	29,108
M. W.G. Chatteiron, directeur du service juridique, ministère de l'Éducation	32,540	32,540
Mme W.G. Blancharde, membre, Commission du régime de retraite des enseignants	18,843	16,316
Mme Evelyne Bertrand, L'Association des enseignants francophones	7,905	4,779
Mme Ruby McLean, Fédération des enseignants des écoles secondaires de l'Ontario	13,400	6,750
Mme Marie Arthurs, Association des enseignants catholiques anglophones de l'Ontario	56,836	49,152
Inspecteurs urbains de l'Ontario	1974	1973
Total des dépenses administratives	1,117,317	\$ 1,056,664

(a) Nominations par le ministre:

au 31 octobre 1974

Personnel de la Commission

Mme Marie Arthurs, Association des enseignants catholiques anglophones de l'Ontario
 M. D.W. Scott, Fédération des enseignants des écoles secondaires de l'Ontario

Mme R.E. Poste, Fédération des associations des enseignants des écoles élémentaires et des

Mme Evelyn McLean, L'Association des enseignants francophones

(b) Représentant des enseignants

Mme Norris E. Sheppard (actuelle), professeur Emeritus.

Mme Sylvia McPhee, agent d'éducation, ministère de l'Éducation

M.J.F. Finlin, sous-ministre adjoint, ministère de l'Éducation

Mme Ruby McLean, Fédération des enseignants des écoles secondaires de l'Ontario

Mme Evelyne Bertrand, L'Association des enseignants francophones

Mme Marie Arthurs, Association des enseignants catholiques anglophones de l'Ontario

Caisse de retraite des enseignants		Remarque relative aux états financiers	
1. Le montant de la dette flottante actuelle n'est pas indiqué dans les états financiers. Les trois dernières rapports actuariels indiquent des dettes au 31 décembre de chaque année des années ci-dessous comme suit:			
1972	\$ 557,877,000
1969	382,265,000
1966	328,282,000
La loi sur le versement des pensions de retraite de l'Ontario (The Pension Benefits Act of Ontario) exige que l'employeur maintienne la dette flottante actuarielle à son niveau au 31 décembre 1966. En conséquence, la province de l'Ontario doit verser à la Caisse une somme de \$41,610,570 par an de 1973 à 1989 inclusivement et de \$19,696,920 par an par la suite. Au 31 octobre 1974, la province devait verser \$36,291,398, montant qui n'a pas été inclus aux états financiers mais qui a été versé la fin de l'année.			
2. La responsabilité de la Caisse relative au remboursement des cotisations aux cotisants qui ont quitté l'enseignement et qui n'ont pas encore retraité leurs cotisations n'est pas établie d'une manière précise. En effet, cette responsabilité est considérée à titre de dette actuelle semblable à celle de la Caisse relative aux annuités. Par ailleurs, aucun acte n'a été déposé devant un conseil de la partie des cotisants qui ont retraité leurs cotisations depuis de l'Ontario au 31 octobre 1974.			
3. Les investissements de la Caisse sont les suivants:			
1973	\$ 74,200,000	6% cotisation au 1er novembre 1982
		176,000,000	6% cotisation au 1er novembre 1987
		176,000,000	6% cotisation au 1er novembre 1992
		454,500,000	8,57% échéance au 1er mai 1996
		18,000,000	18,000,000
		74,000,000	74,000,000
		18,000,000	8,57% échéance au 1er mai 1997
		18,000,000	8,57% échéance au 30 mars 1997
		62,000,000	62,000,000
		18,000,000	18,000,000
		74,000,000	74,000,000
		18,000,000	8,57% échéance au 1er novembre 1996
		25,500,000	25,500,000
		62,000,000	62,000,000
		18,000,000	18,000,000
		84,500,000	84,500,000
		9,500,000	9,500,000
		16,000,000	16,000,000
		92,000,000	92,000,000
		5,000,000	5,000,000
		32,000,000	32,000,000
		5,000,000	5,000,000
		88,600,000	88,600,000
		1,083,200,000	1,083,200,000
		34,286,099	34,286,099
		\$ 1,318,545,249	\$ 1,318,545,249
4. Les chiffres correspondants de 1973 ont été reclassés de manière à se conformer à la présentation des états financiers adoptée en 1974.			

31 octobre 1974

REVENUE

Année se terminant au 31 octobre 1974 (avec chiffres correspondants pour 1973)

Caisse de retraite des enseignants

Caisse de retraite des enseignants
Etat de l'actif et du passif

(avec chiffres correspondants du 31 octobre 1973)
 31 octobre 1974

ACTIF

A recevoir de la province de l'Ontario	\$ 60,780,613	56,516,285	4,940,793	1,014,283
Intérêt sur les contributions de retraite	1,069,385	5,313,593	2,450,383	
Augmentation des paiements de retraite		278,600	A recevoir des conseils scolaires, net	
Billes à ordre à courte échéance, court plus intérêts coursus de \$96,630 (\$2,769 en 1973)	20,846,630	1,752,769		
Bières à ordre à courte échéance, court plus intérêts coursus et intérêts courus (remarque 3)	1,318,545,249	1,117,486,099		
Comptes à payer et dettes accumulées	\$ 130,862	1,092,866	995,537	
Avances bancaires		1,223,728		
CAPITAL				
Solde au début de l'année	1,183,395,912	1,041,168,987		
Autre dépendant de revenu par rapport aux dépenses pour l'année	222,214,430	142,226,925		
Solde à la fin de l'année	1,405,610,342	1,183,395,912		
\$1,406,834,070				

Caisse de retraite des enseignants

Etats financiers

Année se terminant au 31 octobre 1974

Rapport des vérificateurs

Rapport des vérificateurs
Etat de l'actif et du passif
Etat du revenu et des dépenses
Remarques sur les états financiers
Dépenses administratives
Province de Ontario
Ministre du Trésor, de l'Economie et des Affaires intergouvernementales
L'hon. Darcy McKeeough

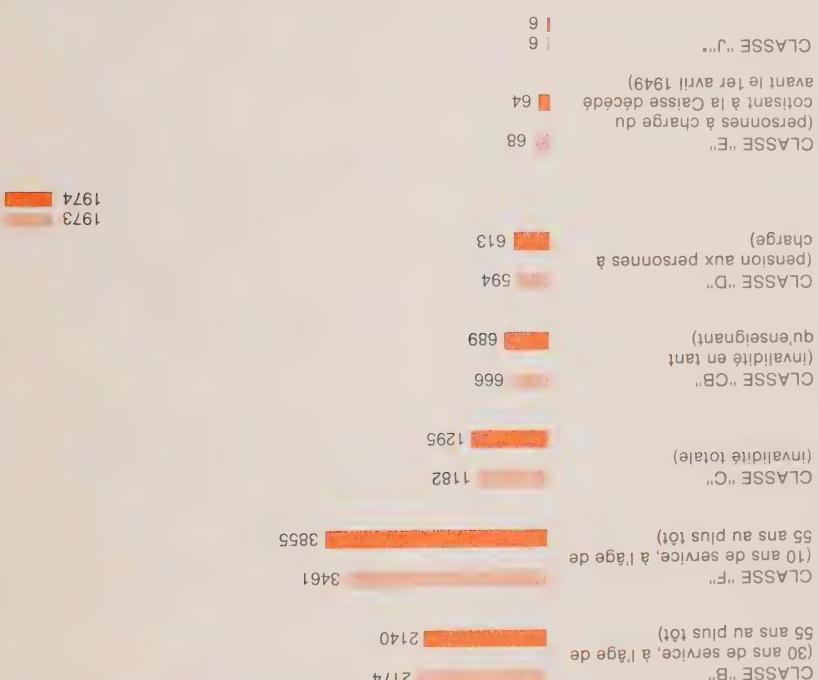
Nous avons examiné l'état de l'actif et du passif de la Caisse de retraite des enseignants en date du 31 octobre 1974, ainsi que l'état du revenu et des dépenses pour l'année se terminant à cette même date. Notre examen comprend une révision générale des méthodes comptables ainsi que des registres comptables et autres pièces justificatives jugées nécessaires.

A notre avis, ces états financiers présentent justement la position financière de la Caisse au 31 octobre 1974 ainsi que le résultat de l'exploitation pour l'année se terminant à cette même date selon une base correspondant à l'année précédente.

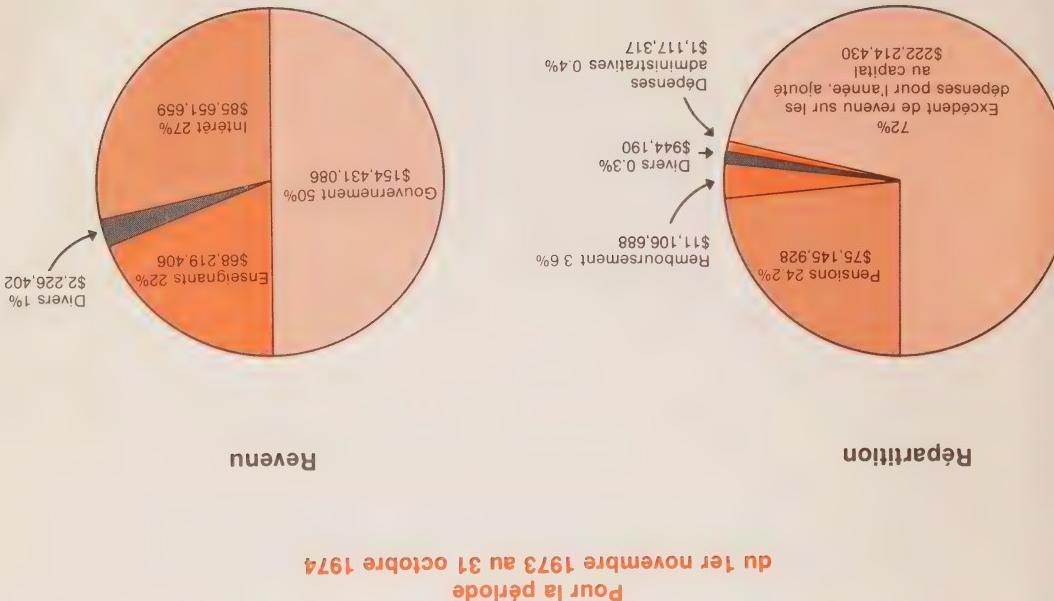
Toronto, Canada
Thornew Riddell and Co.
le 29 novembre 1974
Compétables agréés



Et qu'il, dans ces deux dernières décennies, a été possible de démontrer que l'insécurité sociale est une charge nommée, à raison de la moitié du montant.



Changement au registre des pensions dans l'année 1973 - 1974



J.R. Causley

L'annexe A du rapport du vérificateur indique que les salaires des commis-saires étaient de \$13,400 pour l'année terminant le 31 octobre 1973. Il y a généralement été de \$6,750 pour l'année se terminant le 31 octobre 1974. En 1973 toutes fois il n'y a eu que trois paiements, ce qui signifie qu'il y en a eu cinq en 1974. Ceci explique le montant plus élevé indiqué pour 1974.

- (c) Université de Guelph
- (b) L'Église Unie du Canada
- (a) Université York

Nous avons conclu en outre des accords reciprocques avec les caisses de pensions suivantes:

Académie Notre-Dame, Waterloo,
Ecole Supérieure privée Thomas More,
Grand Collège St-Basil, Weston

Collège St. Joseph, North Bay
Collège Marymount, Sudbury
Collège St. Mary, Sault Ste-Marie
Collège St. Ursule, Sudbury

A partir du 1er septembre 1974, les écoles privées suivantes ont été désignées comme appartenant à la Loi sur la rétractation des enseignants:

Si vous envisagez de prendre votre retraite et que vous aimerez avoir une estimation du montant de votre pension, nous serions heureux de vous donner tout renseignement utile. Dans ce but, veuillez nous indiquer votre numéro d'assurance sociale. Dans votre bulletin, nous suivons régulièrement la date prévue pour votre retraite.

Si vous envisagez de prendre votre retraite et que vous aimerez avoir une estimation du montant de votre pension, nous serions heureux de vous donner tout renseignement utile. Dans ce but, veuillez nous indiquer votre numéro d'assurance sociale. Dans votre bulletin, nous suivons régulièrement la date prévue pour votre retraite.

Rapport du directeur

J.R. Thomson

Le corps exécutif de la Fédération des enseignants de l'Ontario se réunit plusieurs fois par an avec le ministre de l'Éducation; au cours de ces réunions, on discute des questions relatives à la Caisse de retraite et on soumet toute recommandation utile. Par conséquent, toute personne qui désire faire partie des recommandations au sujet de la Fédération des enseignants de l'Ontario et non à la Commission se fait un plaisir d'ajouter tout membre contribuant à la Caisse qui voudrait avoir une explication sur l'application de la Loi et de ses réglements.

Bien que la Commission n'hésite pas à recommander au ministre toute modification à la Loi et à ses règlements qui pourraient améliorer ou simplifier les méthodes administratives, la Commission a pas la prérogative d'exercer des pressions quelconques en vue de l'adoption de changements de base qu'un groupe ou un individu particulier pourrait désirer.

Rapport du président

CETTE ÉDITION EST RÉDIGÉE DANS
UN BUT PRATIQUE SEULLEMENT.
POUR TOUT DÉTAIL PRÉCIS, CON-
SULTER LES VOLUMES OFFICIELS.

Texte refondu

TEACHERS' SUPERANNUATION COMMISSION

Ontario



Rapport aux membres
pour l'année se terminant le
31 octobre 1974